NMCI Civilian Billet Re-Validation

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Agenda

- The Issue
- The Approach
- The Process
- The Analysis
- The Results
- The Recommendation

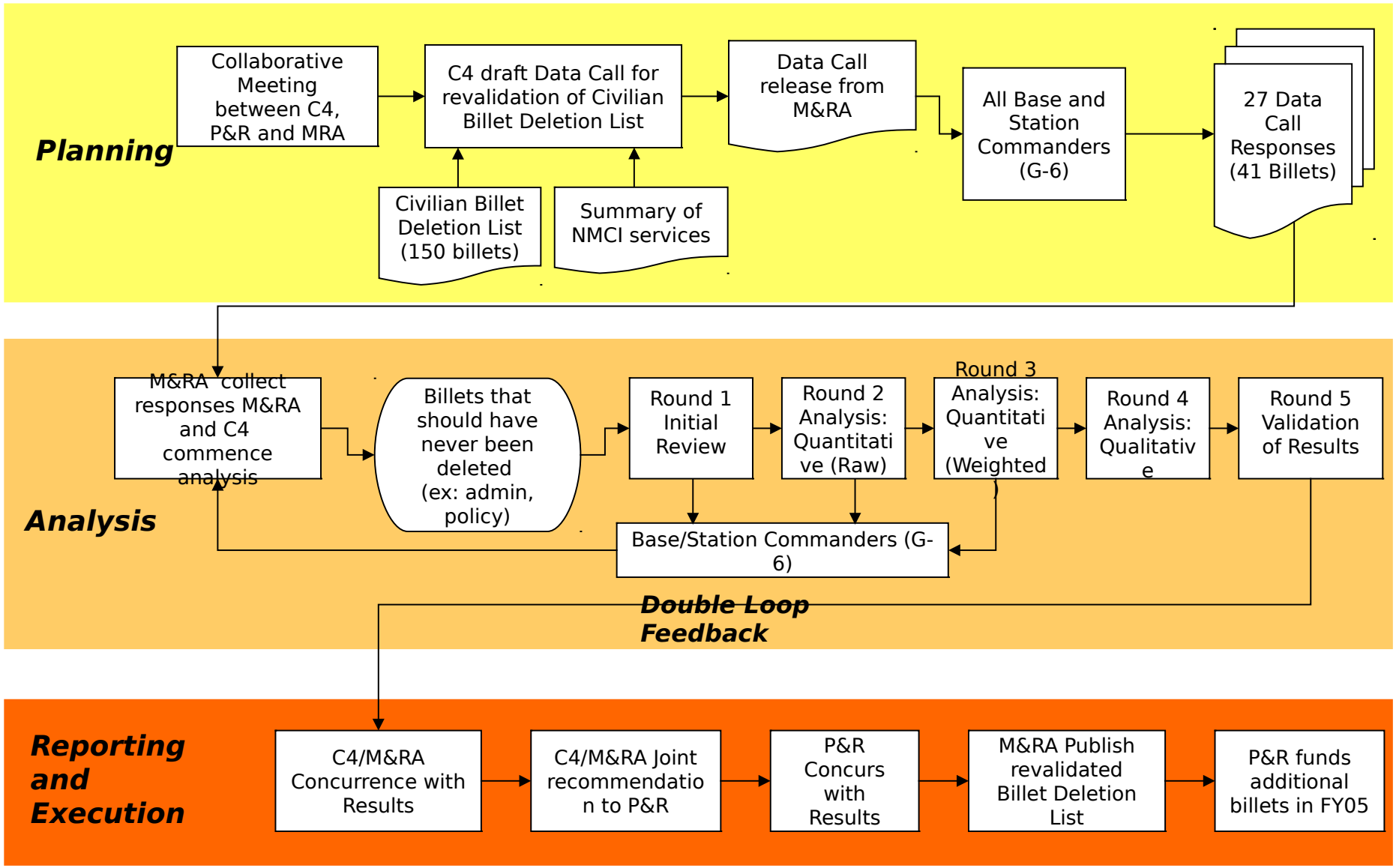
The Issue

- NMCI rendered 150 Civilian Marine billets obsolete
- Obsolete billets scheduled for deletion from T/O and LOAs at time of AOR (FY04 and 05)
- Base/Station G-6's sent ad hoc requests to P&R, C4, M&RA to have billets removed from the Deletion List (ex: MCAS New River, MCB Camp Lejeune, MCLB Barstow, HQMC AR)
- Needed a **structured, repeatable, and fair** process to validate which billets should/not be on the Deletion List
- The role of IT in the Marine Corps has evolved since 1999
- The understanding of NMCI services has matured since 1999

The Approach

- C4, M&RA, and P&R collaborated on a process to re-validate the Deletion List
  - Open Ended
  - No Quota or preconceived notion
- Approach consisted of:
  - Data Call Letter
    - Drafted by C4 and released by M&RA
    - Solicited requests from G-6s to have billet(s) removed from the Deletion List
    - Listed requirements to justify removal
  - Evaluation process
    - Multiple rounds of analysis
    - ***Quantitative* AND *Qualitative***
  - Present a Joint C4/M&RA re-validated Deletion List to P&R
  - P&R works from re-validated Deletion List

The Process


Planning
Collaborative Meeting between C4, P&R and MRA
C4 draft Data Call for revalidation of Civilian Billet Deletion List
Data Call release from M&RA
All Base and Station Commanders (G-6)
27 Data Call Responses (41 Billets)
Civilian Billet Deletion List (150 billets)
Summary of NMCI services
Analysis
M&RA collect responses M&RA and C4 commence analysis
Billets that should have never been deleted (ex: admin, policy)
Round 1 Initial Review
Round 2 Analysis: Quantitative (Raw)
Round 3 Analysis: Quantitative (Weighted)
Round 4 Analysis: Qualitative
Round 5 Validation of Results
Base/Station Commanders (G-6)
Double Loop Feedback
Reporting and Execution
C4/M&RA Concurrence with Results
C4/M&RA Joint recommendation to P&R
P&R Concurs with Results
M&RA Publish revalidated Billet Deletion List
P&R funds additional billets in FY05

The Analysis

- Analysis Process conducted by C4/M&RA reps with relevant expertise
- Analysis Process included:
  - 5 Primary Criteria
  - Weights assigned to each Primary Criterion
  - 5-tier Rating Scale for each Primary Criterion
  - 5 Intangible/Other Influencing Factors
- Analysis consisted of multiple rounds
  - Round 1: Initial Data Review (look for completeness)
  - Round 2: Quantitative (Raw Scoring applied to each criterion)
  - Round 3: Quantitative (Weighted Scoring applied to each criterion)
  - Round 4: Qualitative (Intangible factors considered for each package)
  - Round 5: Validation of Preliminary Results (review any anomalies)

The Analysis
Primary Criteria (w/ weights)

- Criterion 1: Justification Components Provision (.10)
  - Package contains all elements requested in Data Call Letter
- Criterion 2: Proper Classification (.10)
  - PD Sections I-II indicate that the billet was properly classified
- Criterion 3: Non-NMCI Services Provision (.35)
  - Billet currently performs & will perform IT services *not* provided in the NMCI contract
- Criterion 4: Mission-Criticality (.35)
  - Billet provides services critical to the Base/Station's mission
- Criterion 5: Functional/Geographic Scarcity (.10)
  - Location of installation suggests difficulty in replacing IT function removed by billet deletion

The Analysis
Rating Scale

- 5-tiers design provided granularity between responses
  - Common analysis standard applied
- Rating Scale:
  - 0: Does Not Meet Criterion
  - 1: Minimally Meets Criterion
  - 2: Moderately Meets Criterion
  - 3: Significantly Meets Criterion
  - 4: Completely Meets Criterion
  - X: Not Scored (for packages removed from scoring early in process)
- Scale further defined for each individual Criterion
  - Mission-Criticality Criterion example:
    - 0: Justification does not demonstrate that billet is mission-critical
    - 1: Justification minimally demonstrates that billet is mission-critical
    - 2: Justification moderately demonstrates that billet is mission-critical
    - 3: Justification significantly demonstrates that billet is mission-critical
    - 4: Justification completely demonstrates that billet is mission-critical

The Analysis
Intangible Factors

- Not scored (Qualitative)
- Factor 1: Functional Equity/Balance
  - Result would not imbalance performance of IT functions between operational, training, logistics
- Factor 2: Geographic Equity/Balance
  - Result would not imbalance performance of IT functions in different regions
- Factor 3: Support of Installation IT Mission
  - Result would not significantly impair ability of Installation to conduct IT mission
- Factor 4: Flexibility
  - Result would take into account various options for achieving savings while preserving ability of Installation to perform IT services
- Factor 5: Expansion of USMC IT Services
  - Analysis would take into account growth in kind and number of USMC IT responsibilities

Results of 1st Round

- 28 billets re-validated/recommended for deletion from NMCI-impacted list
  - 7 MCB Hawaii
  - 1 MCB Camp Lejeune
  - 7 MCLB Albany
  - 4 MCLB Barstow
  - 4 HQMC (AR)
  - 2 MCAS Yuma
  - 1 MCAS Cherry Point
  - 2 MAGTFTC 29 Palms (MCCES)
- Joint C4/M&RA recommendation to P&R to restore 28 billets
- P&R concurred

2nd Round Issue and Approach

- 13 billets confirmed for deletion by NMCI-Impacted Billet Deletion Validation Process
- Deputy Director C4 authorized opportunity for commanders to submit supplemental information in support of "restoration" requests
- USMC Installation Commanders requested that C4 re-consider 12 billets for removal from Deletion List
- Joint C4/M&RA Panel analyzed and evaluated supplemental information according to procedures previously executed during Validation Process

The Outcome

- 10 billets recommended for Removal from Deletion List
- 2 billets NOT recommended for Removal from Deletion List
- Distribution:
  - HQMC: 0/1 Billets Removed from Deletion List
  - MCLB Albany: 0/1 Billets Removed from Deletion List
  - MCAS Yuma: 3/3 Billets Removed from Deletion List
  - MCB Camp Lejeune: 2/2 Billets Removed from Deletion List
  - MCLB Barstow: 5/5 Billets Removed from Deletion List
- Recommendation letter sent to P&R

The Results

Installation *Regional* Results	Billets Assessed	Warrant removal from the Deletion List	%
East Coast	18	15	83%
West Coast/Pacific	23	23	100 %
Total	*41*	*38*	*92%*
Installation *Functional* Results	Billets Assessed	Warrant removal from the Deletion List	%
Operational	12	11	92%
Training	7	7	100 %
Logistics	17	16	94%
Headquarters	5	4	80%

The Cost/Offset

Number of billets on current Deletion List	**150**
Estimated Annual Offset	**$12M***
Number of billets recommended to be removed from the Deletion List	**38**
Estimated Annual Cost	**$3M***
Number of billets recommend to remain on new, re-validated Deletion List	**112**
Adjusted Estimated Annual Offset	**$9M***

**Estimating an annual average cost of $80,000 per Civilian (salary cost plus 25% benefits cost)*